

# SIKKIM



## GOVERNMENT

## GAZETTE

**EXTRAORDINARY  
PUBLISHED BY AUTHORITY**

**Gangtok**

**Monday 25<sup>th</sup> June, 2018**

**No. 333**

**GOVERNMENT OF SIKKIM  
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,  
TRAINING AND PUBLIC GRIEVANCES  
GANGTOK-737101**

**No. 56/GEN/DOP**

**Dated:- 23/06/2018**

### **NOTIFICATION**

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Sikkim hereby makes the following rules, namely:-

**1. Short title and commencement.-**

- (1) These rules may be called the Sikkim Government Services (Revised Pay) Rules, 2018.
- (2) They shall be deemed to have come into force on the 1<sup>st</sup> day of January 2016.

**2. Categories of Government servants to whom the rules apply,-**

- (1) Save as otherwise provided by or under these rules, these rules shall apply to persons other than members of All India Services appointed to the States services and posts in connection with the affairs of the State of Sikkim.
- (2) These rules shall not apply to,-
  - (a) persons not in whole-time employment;
  - (b) persons paid out of contingencies;
  - (c) person paid otherwise than on a monthly basis including those paid on a piece-rate basis;
  - (d) persons employed on contract except where the contract provide otherwise;
  - (e) person re-employed in Government service after retirement;
  - (f) teachers of the State Government Colleges drawing UGC pay ;
  - (g) any other class or category of persons whom the Governor may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

**Note I** These rules shall apply to persons on work-charged establishment drawing pay in the existing pay in the Pay Band and Grade Pay.

**Note II** These rules shall also apply to persons who ceased to be in service on account of death, retirement or otherwise on or after the 1<sup>st</sup> day of January 2016.

**3. Definitions.-** In these rules, unless the context otherwise require,-

- (a) "basic pay" in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix;
- (b) "existing basic pay" means pay drawn in the prescribed existing Pay Band and Grade Pay but does not include any other pay like special pay etc.
- (c) "existing Pay Band and Grade Pay" in relation to a Government servant means the Pay Band and the Grade Pay applicable to the post held by the Government servant as on the date immediately before the notification of these rules whether in a substantive capacity or in officiating capacity;
- (d) "existing pay structure" in relation to a Government servant means the present system of Pay Band and Grade Pay applicable to the post held by the Government servant as on the date immediately before coming into force of these rules whether in a substantive or officiating capacity.
- (e) "existing emoluments" mean the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on 1st day of January, 2006;
- (f) "Level" in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay specified in Part A of the Schedule;
- (g) "Pay Matrix" means Matrix specified in Part A of the Schedule, with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay;
- (h) "pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in Part A of the Schedule;
- (i) "revised pay structure" in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised Level is notified separately for that post;
- (j) "revised emoluments" means the pay in the Level of a Government servant in the revised pay structure; and
- (k) "Schedule" means a schedule appended to these rules.

**4. Level of posts.-** The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.

**5. Drawal of pay in the revised pay structure.-** Save as otherwise provided in these rules, a Government servant shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed:

Provided that a Government servant may elect to continue to draw pay in the existing pay structure until the date on which he earns his next increment or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure:

Provided further that in cases where a Government servant has been placed in a higher grade pay between 1st day of January, 2016 and the date of notification of these rules on account of promotion or upgradation, the Government servant may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

**Explanation 1.-** The option to retain the existing pay structure under the provisos to this rule shall be admissible only in respect of one existing Pay Band and Grade Pay.

**Explanation 2.-** The aforesaid option shall not be admissible to any person appointed to a post for the first time in Government service or by transfer from another post on or after the 1st day of January, 2016, and he shall be allowed pay only in the revised pay structure.

#### **6. Exercise of option.-**

- (1) The option under the proviso to rule 5 shall be exercised in writing in the form appended to these rules so as to reach the authority mentioned in sub-rule (2) of these rules within 1 (one) month of the date of notification of these rules or where any revision in the existing pay structure is made by any order subsequent to the date of notification of these rules, within 1 (one) month of the date of such order:

Provided that,-

- (i) in the case of a Government servant who is, on the date of such notification or, as the case may be, date of such order, on training, leave or deputation to Central Government, other State Governments or Public Sector Undertakings, the said option shall be exercised in writing so as to reach the authority concerned within 1 (one) month of the date of his taking charge of the post on return from leave or training or on repatriation; and;
  - (ii) where a Government servant is under suspension on the 1st day of January, 2016, the option may be exercised within 1 (one) month of the date of his return to duty after revocation of order of suspension, if that date is later than the date prescribed in this sub-rule.
- (2) The option shall be intimated by the Government servant to the Head of his Office along with an undertaking, in the form appended to these rules.
- (3) If the intimation regarding option is not received by the authority within the time specified in sub-rule (1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016.

The option once exercised shall be final.

**Note I:** Persons whose services were terminated on or after 1st January, 2016 and who could not exercise the option within the prescribed time limit on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, shall be entitled to exercise option under sub-rule (1).

**Note II:** Persons who have died on or after the 1st day of January, 2016 and could not exercise the option within prescribed time limit would be deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or such later date as is most beneficial to their dependents if the revised pay structure is more favorable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office.

**Note III:** Persons who were on earned leave or any other leave on 1st day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

**7. Fixation of pay in the revised pay structure.-**

(1) The pay of a Government servant who elects, or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in any case the Governor by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

**(a) In the case of all employees in respect of whom Non Practicing Allowance is not admissible,-**

(i) The pay in the applicable Level in the Pay Matrix shall be the pay obtained by multiplying the existing basic pay by a factor of 2.57, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

**Illustration:**

1	Existing Grade Pay:1800	Pay Band	4500-14500	
2	Existing Pay in Pay Band:6220			
3	Existing Basic pay (PPB+GP): 8020 (6220+1800)	Grade Pay	1400	1800
4	Pay after multiplication by a fitment factor of 2.57: $8020 \times 2.57 = 20611.40$ (rounded off to 20611)	Level	1	2
5	Level corresponding to GP 1800: Level 2	1	15200	16200
6	Revised Pay in Pay Matrix (either equal to or next higher to 20611 in level 2): 21100	2	15700	16700
		3	16200	17200
		4	16700	17700
		5	17200	18200
		6	17700	18700
		7	18200	19300
		8	18700	19900
		9	19300	20500
		10	19900	21100
		11	20500	21700
		12	21100	22400
		13	21700	23100
		14	22400	23800
		15	23100	24500

(ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.

(b) In case of officers in respect of whom Non Practicing Allowance (NPA) is admissible,-

(i) The existing basic pay shall be multiplied by a factor of 2.57 and the figure so arrived at shall be added to by an amount equivalent to Dearness Allowance on the pre-revised Non-Practicing Allowance admissible as on 1st day of January, 2016. The figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

**Illustration.**

1	Existing Pay Band: PB-3	Pay Band	15600-39100		
2	Existing Grade Pay : 7200				
3	Existing Pay in Pay Band:27890	Grade Pay	6700	7200	8700
4	Existing Basic Pay:35090 (27890+7200)	Level	18	19	20
5	15% NPA on Basic Pay: 5264	1	65000	71100	83700
6	DA on NPA:6580 (125% of 5264)	2	67000	73200	86200
7	Pay after multiplication by a fitment factor of 2.57: 35090x2.57= 90181.30 (rounded off to 90181)	3	69000	75400	88800
8	Sum of SI No. 6 & 7: 96761				
9	Level corresponding to GP 7200: Level 19	4	71100	77700	91500
10	Revised pay in Pay Matrix (either equal to or next higher to 96761 in level 19): 98400	5	73200	80000	94200
		6	75400	82400	97000
		7	77700	84900	99900
		8	80000	87400	102900
		9	82400	90000	106000
		10	84900	92700	109200
		11	87400	95500	112500
		12	90000	98400	115900
		13	92700	101400	119400
		14	95500	104400	123000
		15	98400	107500	126700

- (ii) The pay fixed under sub-clause (i) of clause (b) shall be added by the pre-revised Non-Practicing Allowance admissible on the existing basic pay until the revised rates of Non-Practicing Allowance become effective.
- (2) Where a post has been upgraded as a result of the recommendations of the Pay Committee as indicated in the Part B, the existing basic pay will be arrived at by adding the Pay drawn by the concerned employee in the existing Pay Band plus the Grade Pay corresponding to the Level to which the post has been upgraded and, the fixation of pay shall be done in the manner prescribed in accordance with clause (a) of sub-rule (1).

**Illustration:**

1	Existing Pay Band: PB-2	Pay Band 9300-34800			
2	Existing Grade Pay : 3800				
3	Existing PPB+GP: 16150 (12350+3800)				
4	Upgraded Grade Pay: 4200	Grade Pay	3800	4200	4400
5	Pay for the purpose of fixation: 16550 (12350+4200)	Level	11	12	13
6	Pay after multiplication with a fitment factor of 2.57: (42533.50) rounded to 42534	1	33700	37100	37600
7	Level corresponding to GP 4200: Level 12	2	34700	38200	38700
8	Revised pay in Pay Matrix (either equal to or next higher to 42534): 43000	3	35700	39300	39900
		4	36800	40500	41100
		5	37900	41700	42300
		6	39000	43000	43600
		7	40200	44300	44900
		8	41400	45600	46200
		9	42600	47000	47600
		10	43900	48400	49000
		11	45200	49900	50500
		12	46600	51400	52000
		13	48000	52900	53600
		14	49400	54500	55200
		15	50900	56100	56900

- (3) A Government servant who is on leave on the 1st day of January, 2016 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1st day of January, 2016 or the date of option for the revised pay structure.
- (4) A Government servant who is on study leave on the 1st day of January 2016 shall be entitled to the pay in the revised pay structure from 1st day of January, 2016 or the date of option.

- (5) A Government servant under suspension shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary or criminal proceeding as the case may be.
- (6) Where the existing emoluments exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as personal pay to be absorbed in future increases in pay.
- (7) Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing pay structure, was drawing immediately before the 1st day of January, 2016 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.
- (8) Where a Government servant is in receipt of personal pay immediately before the date of notification of these rules, which together with his existing emoluments exceed the revised emoluments, then the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increase in pay.
- (9) (a) In cases where a senior Government servant promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of senior Government servant in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely:-
  - (i) both the junior and the senior Government servants belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
  - (ii) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
  - (iii) the senior Government servants at the time of promotion are drawing equal or more pay than the junior;
  - (iv) the anomaly is directly as a result of the application of the provisions of the rule or order regulating pay fixation on such promotion in the revised pay structure:

Provided that if the junior Government servant was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this sub- rule shall not be invoked to step up the pay of the senior Government servant.
- (b) The senior Government servant whose pay is re-fixed in accordance with clause (a) shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.
- (10) The pay of member of service drawing pay at two or more stages in pre-revised Pay Band and Grade Pay gets fixed at same cell in the applicable level in new pay matrix, one additional increment shall be given for every two stages bunched and the pay of the member of service drawing higher pay in pre-revised structure shall be fixed at the next vertical cell in the applicable level. Pay of the two Government servants in a given Pay Band and Grade Pay where the higher pay is at least 3 % or more than the lower pay, shall constitute two stages. Employees drawing pay where the difference in pre-revised pay is less than 3% shall not be entitled for this benefit. All pay stages lower than the

entry pay in 4<sup>th</sup> State Pay commission pay structure as indicated in the Pay Matrix contained in the Pay Committee Report, if any, are also not to be taken into account for determining the extent of bunching.

8. **Fixation of pay of employees appointed by direct recruitment on or after 1st day of January, 2016.-** The pay of employees appointed by direct recruitment on or after 1st day of January, 2016 shall be fixed at the minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed:

Provided that where the existing pay of such employee appointed on or after 1st day of January, 2016 and before the date of notification of these rules, has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is appointed on or after 1st day of January, 2016, such difference shall be paid as personal pay to be absorbed in future increments in pay.

9. **Increments in Pay Matrix.**—The increment shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix.

On grant of annual increment, the basic pay will move down the same level to the next higher cell as shown in the table to the right.	Pay Band 5200-20200						
	Grade Pay	2200	2300	2400	2600	2700	3000
	Level	4	5	6	7	8	9
1		18000	19400	20300	21700	22800	25400
2		18500	20000	20900	22400	23500	26200
3		19100	20600	21500	23100	24200	27000
4		19700	21200	22100	23800	24900	27800
					↓		
5		20300	21800	22800	24500	25600	28600
6		20900	22500	23500	25200	26400	29500
7		21500	23200	24200	26000	27200	30400
8		22100	23900	24900	26800	28000	31300
9		22800	24600	25600	27600	28800	32200
10		23500	25300	26400	28400	29700	33200

10. **Date of next increment in revised pay structure.-**

- (1) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July:

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial upgradation.

- (2) The increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under Assured Career Progression Scheme (ACPS) during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation including upgradation under ACPS during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.



**Illustration:**

- (a) In case of an employee appointed or promoted in the normal hierarchy or under ACPS during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment shall accrue on the 1st day of July, 2017 and thereafter it shall accrue after one year on annual basis.
- (b) In case of an employee appointed or promoted in the normal hierarchy or under ACPS during the period between 2nd day of January, 2016 and 1st day of July, 2016, who did not draw any increment on 1st day of July, 2016, the next increment shall accrue on 1st day of January, 2017 and thereafter it shall accrue after one year on annual basis:

Provided that in the case of employees whose pay in the revised pay structure has been fixed as on 1st day of January, the next increment in the Level in which the pay was so fixed as on 1st day of January, 2016 shall accrue on 1st day of July, 2016:

Provided further that the next increment after drawal of increment on 1st day of July, 2016 shall accrue on 1st day of July, 2017.

- 11. Revision of pay from a date subsequent to 1st day of January, 2016.-** Where a Government servant who continues to draw his pay in the existing pay structure is brought over to the revised pay structure from a date later than 1st day of January, 2016, his pay in the revised pay structure shall be fixed in the manner prescribed in accordance with rule 7.

- 12. Fixation of pay on promotion on or after 1<sup>st</sup> January 2016.-**

On promotion, a Government servant has an option to get his pay fixed in the higher Level either from date of his promotion or from the date of next increment. In case of promotion from one Level to another Level under the revised pay structure, the pay shall be fixed in the following manner, namely:-

- (1) one increment shall be given in the Level from which the employee is promoted and he shall be placed at a cell equal to the figure so arrived at in the Level of the post to which promoted and if no such cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

**Illustration:**

1.	Level in the revised pay structure: 7	Pay Band 5200 - 20200						
		Grade pay	2300	2400	2600	2700	3000	3400
2.	Basic Pay in the revised pay structure: 25200	Level	5	6	7	8	9	10
3.	Granted promotion in Level 9	1	19400	20300	21700	22800	25400	30200
		2	20000	20900	22400	23500	<b>26200</b>	31100
4.	Pay after giving one increment in Level 7: 26000	3	20600	21500	23100	24200	27000	32000
		4	21200	22100	23800	24900	27800	33000
5.	Pay in the promoted Level i.e. Level 9: 26200 (either equal to or next higher to 26000 in Level 9)	5	21800	22800	24500	25600	28600	34000
		6	22500	23500	<b>25200</b>	26400	29500	35000
		7	23200	24200	<b>26000</b>	27200	30400	36100
		8	23900	24900	26800	28000	31300	37200
		9	24600	25600	27600	28800	32200	38300
		10	25300	26400	28400	29700	33200	39400

- (2) In case the Government servant opts to get his pay fixed from date of next increment, then, on the date of promotion, he shall be placed at a cell equal to the existing pay at the higher Level to which promoted, without adding any increment, and if no such cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level.

Further, re-fixation will be done on the date of his next increment. On that day he shall be granted two increments calculated separately; one annual increment and second increment on account of promotion in the Level from which the employee is promoted and thereafter his pay in the Level shall be fixed at a cell in the higher Level equal to the figure so arrived at and if no such cell is available in the Level, he shall be placed at the next higher Cell in that Level.

**Illustration:**

1.	Level in the revised pay structure: 7	Pay Band 5200 - 20200						
		Grade pay	2300	2400	2600	2700	3000	3400
2.	Basic Pay in the revised pay structure: 25200	Level	5	6	7	8	9	10
3.	Granted promotion in Level 9	1	19400	20300	21700	22800	<b>25400</b>	30200
		2	20000	20900	22400	23500	26200	31100
4.	Pay after giving one (annual) increment in Level 7: 26000	3	20600	21500	23100	24200	<b>27000</b>	32000
		4	21200	22100	23800	24900	27800	33000
5.	Pay after giving another (promotional) increment in Level 7: 26800	5	21800	22800	24500	25600	28600	34000
		6	22500	23500	<b>25200</b>	26400	29500	35000
		7	23200	24200	<b>26000</b>	27200	30400	36100
6.	Pay in the promoted Level i.e. Level 9: 27000 (either equal to or next higher to 26800 in Level 9)	8	23900	24900	<b>26800</b>	28000	31300	37200
		9	24600	25600	27600	28800	32200	38300
		10	25300	26400	28400	29700	33200	39400

- 13. Mode of payment of arrears.-** The arrears shall be paid in three equal installments in subsequent financial years.

**Explanation:-** For the purpose of this rule, "arrears of pay" in relation to a Government servant means the difference between the pre-revised pay & Dearness Allowance and revised pay & Dearness Allowance.

- 14. Refund of excess pay drawn.-** Every employee whose pay is fixed in the revised pay scale under these rules shall give an undertaking in the prescribed form to the effect that excess payments, if any, made on account of incorrect fixation of pay will be refunded by him to the Government.
- 15. Classification of posts.-** In accordance with these rules, classification of posts shall be as follows:-
- Group D- All posts in Level 1, 2 and 4.
  - Group C- All posts in Level 3 and 5 to 14.
  - Group B- All posts in Level 15 and 16.
  - Group A- All posts in Level 17 and above.

16. **Overriding effect of rules.-** The provision of the Sikkim Government Services (Revised Pay) Rules, 1978, the Sikkim Government Services (Revised Pay) Rules, 1986, the Sikkim Government Services (Revised Pay) Rules, 1987, the Sikkim Government Services (Revised Pay) Rules, 1998 and the Sikkim Government Services (Revised Pay) Rules, 2009 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.
17. **Power to relax.-** Where the Governor is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, he may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.
18. **Interpretation.-** If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Department of Personnel, Administration Reforms, Training and Public Grievances, Government of Sikkim, for decision.

By order.

Tenzing Gelek, IAS  
COMMISSIONER-CUM-SECRETARY  
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,  
TRAINING AND PUBLIC GRIEVANCES

**SCHEDULE**  
[See Rules 3(g) and 7 (2)]  
**PART-A**  
**PAY MATRIX**

Amount in rupee

Pay Band	4500-14500		5200 - 20200					
Grade pay	1400	1800	2300	2200	2300	2400	2600	2700
Level	1	2	3	4	5	6	7	8
1	15200	16200	19300	18000	19400	20300	21700	22800
2	15700	16700	19900	18500	20000	20900	22400	23500
3	16200	17200	20500	19100	20600	21500	23100	24200
4	16700	17700	21100	19700	21200	22100	23800	24900
5	17200	18200	21700	20300	21800	22800	24500	25600
6	17700	18700	22400	20900	22500	23500	25200	26400
7	18200	19300	23100	21500	23200	24200	26000	27200
8	18700	19900	23800	22100	23900	24900	26800	28000
9	19300	20500	24500	22800	24600	25600	27600	28800
10	19900	21100	25200	23500	25300	26400	28400	29700
11	20500	21700	26000	24200	26100	27200	29300	30600
12	21100	22400	26800	24900	26900	28000	30200	31500
13	21700	23100	27600	25600	27700	28800	31100	32400
14	22400	23800	28400	26400	28500	29700	32000	33400
15	23100	24500	29300	27200	29400	30600	33000	34400
16	23800	25200	30200	28000	30300	31500	34000	35400
17	24500	26000	31100	28800	31200	32400	35000	36500
18	25200	26800	32000	29700	32100	33400	36100	37600
19	26000	27600	33000	30600	33100	34400	37200	38700
20	26800	28400	34000	31500	34100	35400	38300	39900
21	27600	29300	35000	32400	35100	36500	39400	41100
22	28400	30200	36100	33400	36200	37600	40600	42300
23	29300	31100	37200	34400	37300	38700	41800	43600
24	30200	32000	38300	35400	38400	39900	43100	44900
25	31100	33000	39400	36500	39600	41100	44400	46200
26	32000	34000	40600	37600	40800	42300	45700	47600
27	33000	35000	41800	38700	42000	43600	47100	49000
28	34000	36100	43100	39900	43300	44900	48500	50500
29	35000	37200	44400	41100	44600	46200	50000	52000
30	36100	38300	45700	42300	45900	47600	51500	53600
31	37200	39400	47100	43600	47300	49000	53000	55200
32	38300	40600	48500	44900	48700	50500	54600	56900
33	39400	41800	50000	46200	50200	52000	56200	58600
34	40600	43100	51500	47600	51700	53600	57900	60400
35	41800	44400	53000	49000	53300	55200	59600	62200
36	43100	45700	54600	50500	54900	56900	61400	64100
37	44400	47100	56200	52000	56500	58600	63200	66000
38	45700	48500	57900	53600	58200	60400	65100	68000
39	47100	50000	59600	55200	59900	62200	67100	70000
40	48500	51500	61400	56900	61700	64100	69100	72100

# PAY MATRIX

[Contd.]

Pay Band	5200-20200		9300 - 34800						Amount in rupee
Grade pay	3000	3400	3800	4200	4400	4600	5000	5400	
Level	9	10	11	12	13	14	15	16	
1	25400	30200	33700	37100	37600	39100	46300	49700	
2	26200	31100	34700	38200	38700	40300	47700	51200	
3	27000	32000	35700	39300	39900	41500	49100	52700	
4	27800	33000	36800	40500	41100	42700	50600	54300	
5	28600	34000	37900	41700	42300	44000	52100	55900	
6	29500	35000	39000	43000	43600	45300	53700	57600	
7	30400	36100	40200	44300	44900	46700	55300	59300	
8	31300	37200	41400	45600	46200	48100	57000	61100	
9	32200	38300	42600	47000	47600	49500	58700	62900	
10	33200	39400	43900	48400	49000	51000	60500	64800	
11	34200	40600	45200	49900	50500	52500	62300	66700	
12	35200	41800	46600	51400	52000	54100	64200	68700	
13	36300	43100	48000	52900	53600	55700	66100	70800	
14	37400	44400	49400	54500	55200	57400	68100	72900	
15	38500	45700	50900	56100	56900	59100	70100	75100	
16	39700	47100	52400	57800	58600	60900	72200	77400	
17	40900	48500	54000	59500	60400	62700	74400	79700	
18	42100	50000	55600	61300	62200	64600	76600	82100	
19	43400	51500	57300	63100	64100	66500	78900	84600	
20	44700	53000	59000	65000	66000	68500	81300	87100	
21	46000	54600	60800	67000	68000	70600	83700	89700	
22	47400	56200	62600	69000	70000	72700	86200	92400	
23	48800	57900	64500	71100	72100	74900	88800	95200	
24	50300	59600	66400	73200	74300	77100	91500	98100	
25	51800	61400	68400	75400	76500	79400	94200	101000	
26	53400	63200	70500	77700	78800	81800	97000	104000	
27	55000	65100	72600	80000	81200	84300	99900	107100	
28	56700	67100	74800	82400	83600	86800	102900	110300	
29	58400	69100	77000	84900	86100	89400	106000	113600	
30	60200	71200	79300	87400	88700	92100	109200	117000	
31	62000	73300	81700	90000	91400	94900	112500	120500	
32	63900	75500	84200	92700	94100	97700	115900	124100	
33	65800	77800	86700	95500	96900	100600	119400	127800	
34	67800	80100	89300	98400	99800	103600	123000	131600	
35	69800	82500	92000	101400	102800	106700	126700	135500	
36	71900	85000	94800	104400	105900	109900	130500		
37	74100	87600	97600	107500	109100	113200			
38	76300	90200	100500	110700	112400	116600			
39	78600	92900	103500	114000	115800	120100			
40	81000	95700	106600	117400	119300	123700			

# PAY MATRIX

Amount in rupee

Pay Band	15600 - 39100				32000 - 60000	37400 - 67000	
Grade pay	6200	6700	7200	8700	9000	9500	10000
Level	17	18	19	20	21	22	23
1	56000	65000	71100	83700	105400	120500	124700
2	57700	67000	73200	86200	108600	124100	128400
3	59400	69000	75400	88800	111900	127800	132300
4	61200	71100	77700	91500	115300	131600	136300
5	63000	73200	80000	94200	118800	135500	140400
6	64900	75400	82400	97000	122400	139600	144600
7	66800	77700	84900	99900	126100	143800	148900
8	68800	80000	87400	102900	129900	148100	153400
9	70900	82400	90000	106000	133800	152500	158000
10	73000	84900	92700	109200	137800	157100	162700
11	75200	87400	95500	112500	141900	161800	167600
12	77500	90000	98400	115900	146200	166700	172600
13	79800	92700	101400	119400	150600	171700	177800
14	82200	95500	104400	123000	155100	176900	183100
15	84700	98400	107500	126700	159800	182200	188600
16	87200	101400	110700	130500	164600	187700	194300
17	89800	104400	114000	134400	169500	193300	200100
18	92500	107500	117400	138400	174600	199100	
19	95300	110700	120900	142600	179800		
20	98200	114000	124500	146900			
21	101100	117400	128200	151300			
22	104100	120900	132000	155800			
23	107200	124500	136000	160500			
24	110400	128200	140100				
25	113700	132000	144300				
26	117100	136000	148600				
27	120600	140100					
28	124200	144300					
29	127900						
30	131700						
31	135700						
32	139800						

**PART B**  
**UPGRADED LEVELS FOR SPECIFIED POSTS**

Sl. No.	Description of the Posts	Existing Pay Structure		Revised Pay Structure	
		Existing Grade Pay	Grade Pay corresponding to which upgradations recommended	Level in Pay Matrix	Para No. of the Report
1	2	3	4	5	6
	Sub-ordinate Accounts Service				
1	Accountant	3400	3800	11	5.11
2	Sr. Accountant	4200	4600	14	5.11
	Ministerial and Executive Service				
3	Head Assistant	3400	3800	11	5.11
4	Inspector	3800	4200	12	5.11
5	Office Superintendent	4200	4600	14	5.11
	HRDD, Food Security & Agriculture Development Department, Horticulture & Cash Crops Development Department and Animal Husbandry, Livestock, Fisheries & Veterinary Services Department				
6	Laboratory Attendant	2200	2400	6	5.14
	Food Security and Agriculture Development and Horticulture & Cash Crops Development Departments				
7	Field Assistant	2300	2400	6	5.15
	Excise (Abkari) Department				
8	Head Constable	3000	3400	10	5.33
9	Assistant Sub-Inspector	3000	3800	11	
10	Sub-Inspector	3400	4200	12	
11	Inspector	3800	4600	14	
	Forest, Environment and Wildlife Management Department				
12	Head Forest Guard	3000	3400	10	5.70
13	Block Officer	3400	3800	11	
14	Range Officer	4200	4600	14	
	Sub-ordinate Engineering Service				
15	Junior Engineer	3800	4200	12	5.72
	Sub-ordinate Police Service				
16	Head Constable	3000	3400	10	5.78
17	Asstt. Sub-Inspector	3400	3800	11	
18	Sub-Inspector	3800	4200	12	5.79
	Sub-ordinate Revenue Service, Commercial Tax Division, FRED				
19	Assistant Sub Inspector	2700	3000	9	5.85
20	Sub Inspector	3000	3400	10	
21	Inspector	3800	4200	12	
	Transport Department (SNT)				
22	Constable, Transport Department	2300	2400	6	5.86
23	Mechanics (Non ITI)	2200	2300	5	5.16
	Health Care, Human Services & Family Welfare Department				
24	Counsellor/Pharmacist with degree	3800	4200	12	5.43

**APPENDIX "A"**

**FORM OF OPTION**  
[See rule 6 (1)]

\*1. I, \_\_\_\_\_ hereby elect the revised pay structure with effect from 1st January, 2016.

\*2. I, \_\_\_\_\_ hereby elect to continue on Pay Band and Grade Pay of my substantive / officiating post mentioned below until:

- i) \*the date of my next increment
- ii) \*the date of my subsequent increment
- iii) \*I vacate or cease to draw pay in the existing pay structure
- iv) \*the date of my promotion/upgradation

Existing Pay Band and Grade Pay \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office of present posting \_\_\_\_\_

\* To be scored out, if not applicable.



**UNDERTAKING**

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature\_\_\_\_\_

Name \_\_\_\_\_

Designation\_\_\_\_\_

Office of present posting\_\_\_\_\_

## Statement of fixation of pay under the Sikkim Government Service (Revised Pay) Rules, 2018

- 1 Name of the Employee :
- 2 Designation of the post in which pay is to be fixed as on January 1, 2016 :
- 3 Status (substantive/ officiating) :
- 4 Pay Band :
- 5 Grade Pay :
- 6 Upgraded Pay Band, if applicable to the post at Sl. No. 2 :
- 7 Upgraded Grade Pay, if applicable to the post at Sl. No. 2 :
- 8 Existing Emoluments :
  - a. Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or upgraded Grade Pay) in the pre-revised structure as on January 1, 2016 :
  - b. Dearness Allowance applicable on 01.01.2016 :
  - c. Existing emoluments (a+b) :
- 9 Existing Non Practicing Allowance, if any :
- 10 DA on Non Practicing Allowance (125% of Sl. No. 9), if any :
- 11 Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay shown at Sl. No. 5 or 7 as applicable :
- 12 Amount arrived at by multiplying Sl. No.8(a) by 2.57 :
- 13 Sum of Sl. No. 10 & 12 :
- 14 Applicable Cell in the Level either equal to or just above the amount at Sl. No. 13 :
- 15 Revised Basic Pay (as to Sl. No. 14) :
- 16 Stepped up pay with reference to the revised Pay of Junior, if applicable [sub-rules (7) and (9) of Rule 7 of Sikkim Govt. Service (Revised Pay) Rules 2018] with name and pay of the junior indicated distinctly. :
- 17 Date of next increment and pay after grant of increment :
- 18 Any other relevant information :

Signature of the Head of Office/Department

Seal

Date \_\_\_\_\_